

# Port of Brisbane

## ~ Sustainability Report 2018/19



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PEOPLE

PLANET

PROSPERITY

PARTNERSHIPS

For information or enquiries,  
contact Jessica Rudd, Sustainability  
Advisor on 07 3258 4888 or email  
[info@portbris.com.au](mailto:info@portbris.com.au).

# Chairman and CEO messages



On behalf of the Port of Brisbane Pty Ltd (PBPL) Board of Directors, I am pleased to present the 2018/19 Sustainability Report.

Port of Brisbane is a significant economic and trade asset for Queensland facilitating trade growth, supporting thousands

of jobs and creating opportunities. As Port Manager, the decisions and actions we take today contribute towards building a more resilient and sustainable port for our customers, stakeholders and the broader Queensland community.

Sustainability is not a new concept for PBPL and we are proud of the fact that a strong sustainability culture has underpinned many strategic and operational decisions over the years.

This year, we have formalised our commitment through the development of a long-term Sustainability Strategy. The strategy provides a framework and common understanding of our approach to sustainability right across our business, setting short and long-term initiatives that will contribute towards achieving our strategic goals.

This year, we have delivered or commenced many of these initiatives across our operations. A key priority is ensuring that Port of Brisbane responds to structural shifts in industry, such as accommodating the larger container and cruise vessels seeking to call along Australia's east coast. So too is achieving a more balanced modal share across our road and rail networks.

By working with our stakeholders and understanding their needs, we are delivering and advocating for new infrastructure and exploring technological solutions to meet industry's long-term requirements.

Our strategy also outlines actions we will take to positively respond to macro-economic and environmental issues relevant to our operations. This includes climate change resilience, environmental management and digital transformations, as well as social issues including our connection with the community and supporting diversity, inclusion and equality. While we are already taking a lead role in many of these areas, we have also identified new opportunities to improve and innovate.

We're also focused on supporting a growing port community through sustainable development, and we continue to prioritise the safety and security of all who visit or work at the port. This year, we've also worked to strengthen that sense of community through new port-wide initiatives.

We wouldn't be where we are today without our people. On behalf of the Board I would like to thank Roy Cummins, the Executive Team and all employees for their commitment and recognise their many achievements during the year.

I would also like to thank our customers and partners for working with us as we sustainably grow and manage Queensland's premier port.

**Jerry Maycock**  
Chairman



As Queensland's largest multi-cargo port, Port of Brisbane plays an important role in supporting the growth of the state and national economies.

With this comes a unique responsibility to ensure we work with stakeholders to develop

and operate the Port in a way that benefits our customers, the community and the surrounding environment.

Our commitment to sustainability plays a pivotal role in achieving these objectives. Our Sustainability Strategy heavily influences our decision-making across the business by setting out the priorities, challenges and opportunities ahead of the Port of Brisbane as we strive to achieve our vision of being *Australia's leading port, here for the future*.

This year, overall trade volumes were impacted by global economic conditions and the ongoing drought, however the diversity of the Port's trade base led to an overall positive trade result.

We continued to put our customers and the community first, actively seeking sustainable trade growth that caters not only to a growing economy but also a growing region.

Together, we are proactively addressing supply chain challenges and supporting our customers' long-term growth. Our ongoing advocacy for a dedicated freight rail connection to Inland Rail and the construction of south-east Queensland's first dedicated mega cruise ship terminal are focused on delivering long-term sustainable solutions for industry while generating major economic, environmental and community benefits.

The Port's internationally-accredited environmental management system ensures our operations protect and enhance the natural environment both here and beyond the port gate. This year, we made our environmental outcomes even more accessible for the community by publishing monitoring reports on our website.

Together with the Board, we maintain an unwavering commitment to the health and safety of our people, and all who work at or visit the port. We will continue to support port-wide initiatives such as the annual Safety 1 Forum and our Health & Safety Leaders Group to ensure health and safety remains front and centre of all that we do.

I am particularly proud of our people – their hard work and commitment to PBPL as they continue to look for ways to innovate and deliver value for our stakeholders and improve our business performance. This year we have introduced key initiatives aimed at supporting our team and making PBPL an even better place to work, including new parental leave policies and the roll-out of our Women in Marine Cadetship program.

I would also like to thank the Board and Executive Team for their ongoing support, strategic direction and vision as we seek to sustainably grow and develop the port for Queensland.

**Roy Cummins**  
Chief Executive Officer

# About the Port of Brisbane



The Port of Brisbane is an important economic asset facilitating trade-related growth for Queensland and Australia. It is one of the country's largest and most diverse multi-cargo ports, providing critical export and import links to world markets. Every year, approximately \$50 billion in international trade is handled through the Port, which includes around 50% of Queensland's agricultural exports and 95% of its motor vehicles and containers.

Geographically, Brisbane is Australia's largest capital city port. The Port's approximately 1860-hectare (ha) footprint comprises 'wet and dry land' designated for industrial and commercial uses, approximately 693ha of environmental areas, 8,200 metres of quayline, 30 operating berths and a 224 ha Future Port Expansion area which is being progressively developed to support future growth.

PBPL has property and facilities located in the Port of Brisbane suburb as well as Lytton, Bulwer Island and Pinkenba. Our employees are based at the Port Office, Operations Base, Brisbane Multimodal Terminal and onboard the Trailing Suction Hopper Dredge (TSHD) *Brisbane*. Operational 'Port Limits', which include shipping channels, berth pockets and swing basins, extend north of Caloundra to the southern tip of Moreton Island and 16km up the Brisbane River to Breakfast Creek.

The Port of Brisbane operates in an area of high environmental significance at the mouth of the Brisbane River and on the edge of Moreton Bay. It also borders Ramsar wetlands in the Moreton Bay Marine Park (a wetland site designated to be of international importance under the Ramsar Convention). It is separated from residential areas by buffer zones, mitigating potential impacts from the Port's 24/7 operations.

## Port of Brisbane Pty Ltd

Privatised in 2010 under 99-year leases from the Queensland Government, the Port is managed and developed by Port of Brisbane Pty Ltd (PBPL). PBPL is owned by the APH consortium (formerly known as Q Port Holdings consortium), comprising four of the world's largest and most experienced infrastructure investors:

- QIC Global Infrastructure on behalf of its managed funds and clients
- IFM Investors
- Caisse de dépôt et placement du Québec
- Tawreed Investments Ltd, a wholly-owned subsidiary of the Abu Dhabi Investment Authority.

### Our vision:

To be Australia's leading port: here for the future

### Our goal:

To grow trade through the port in a sustainable manner, which optimises stakeholder satisfaction and shareholder returns by:

- retaining and developing a team of highly capable and engaged employees
- providing world-class infrastructure to service customer demand
- developing innovative commercial solutions to grow trade
- working cooperatively to ensure a safe and secure port environment

### Our values:

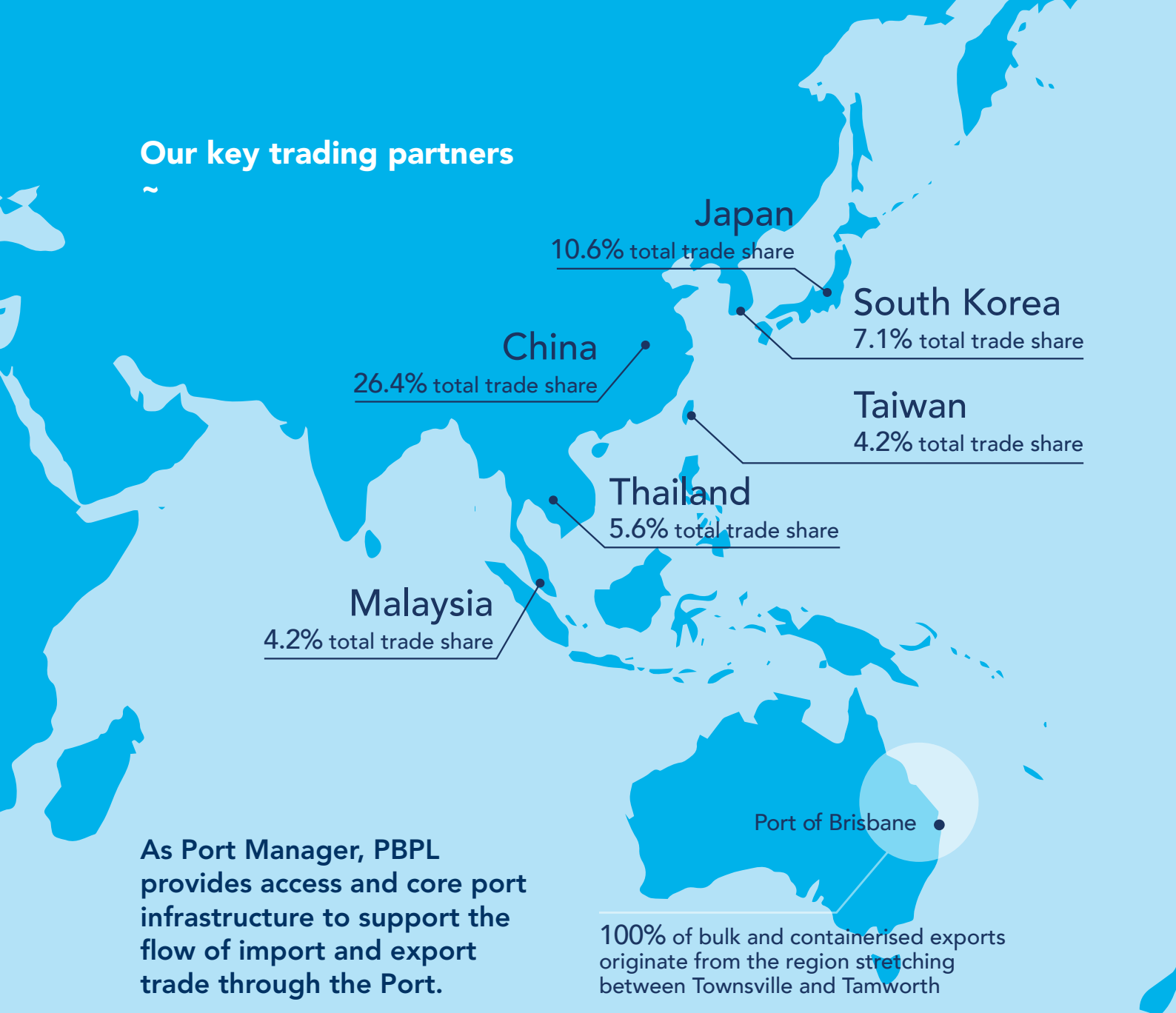
- Safety – we care for each other
- Innovation – we look for new solutions
- People – we value teamwork
- Integrity – we do the right thing
- Accountability – empowerment with responsibility



# Our services and operations



## Our key trading partners



As Port Manager, PBPL provides access and core port infrastructure to support the flow of import and export trade through the Port.

Note: Total trade share by revenue

## Top 5



### Countries by import origin

China  
Malaysia  
South Korea  
Japan  
Indonesia



### Countries by export destination

Japan  
China  
Taiwan  
South Korea  
Vietnam



### Imports by product

Crude & Refined Oil  
Agricultural Seeds  
Cement  
Iron & Steel  
Building Products



### Exports by product

Coal  
Meat Products  
Refined Oil  
Iron & Steel  
Timber

Note: Top 5 imports and exports based on tonnage

# About the Port of Brisbane (continued)



## Sustainability governance

### Board of Directors

- Provide good governance and strategic oversight of PBPL by guiding and monitoring the business
- Ensure appropriate processes are in place to achieve compliance with environmental, social and governance (ESG) obligations
- Approve and provide oversight of the Sustainability Strategy including review of ESG initiatives monthly

### Executive/Management Team

- Develop and approve business-wide strategies, policies and goals
- Develop and deliver projects to achieve strategic objectives and goals, including the Sustainability Strategy

### Business Units

- Develop strategies specific to the operations of each business unit to deliver business objectives and goals set by the Executive/management team
- Implement projects and initiatives to achieve strategic objectives and goals

Governance at PBPL is also supported by relevant policies and frameworks.

### Our Charter

PBPL's Board Charter details the guiding principles of our Board of Directors and their role in overseeing the Company's operations.

### Code of Conduct

Our Code of Conduct aims to provide a framework to guide us in our decision-making, our actions and behaviours. The Code provides clear guidelines to help all employees address possible ethical challenges that may arise in day-to-day operations.

### Risk management framework

This year, we have undertaken significant work to review and update our risk management framework. This includes aligning the Risk Management Standard to the latest international risk management standard (ISO31000:2018), engaging with the Executive and employees from across the business to identify and map strategic and operational risks, and delivering risk management training sessions to Executive, managers and key employees to ensure consistent understanding and application of risk management processes.

# Our business



**34** million

tonnes of trade valued at approximately **\$50 billion** annually



**2586**

vessel calls annually including **23** cruise ship calls



Approximately

**1860**ha

footprint including **693ha** of green space



Approximately

**\$500** million

forecast for **port infrastructure works** over the next 5 years



**191**

employees spanning a wide **range** of disciplines and expertise



**73** customers

located within the precinct, supporting **thousands** of jobs





**50%**

of all PBPL waste is **recycled**



**0**

Lost Time Injuries (LTIs)



**24%**

emissions reduction  
commitment by 2024/25



**77%**

of all PBPL spend on goods and  
services is with **local suppliers**

On average, approximately



**43.5%**

of all annual workplace training  
relates to **health and safety**



**28**

community and not-for-profit  
groups received over  
**\$255,000** in funding

# About this report



This report is the Port of Brisbane's first annual sustainability report since 2009 and has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: 'Core option'. Our strategy, goals and performance for FY19 have been outlined in this report.

Our reporting boundary includes PBPL's operations at our worksites (Port Office, BMT, Operations Base and the *TSHD Brisbane* dredge vessel) and encompasses activities within port limits (Northern Moreton Bay to Brisbane River).

## GRI Reporting Principles for defining report content

**Stakeholder inclusiveness:** The report's content reflects topics that have been identified through the formal materiality assessment process, undertaken with internal and external stakeholders.

**Sustainability context:** Our commitment to sustainability has been addressed throughout the report with reference to our Sustainability Strategy and for all aspects of our business (i.e. our environmental performance, trade performance, port development and partnerships).

**Materiality:** PBPL undertook a detailed materiality assessment with a wide range of internal and external stakeholders, which identified 34 material topics relevant to our business.

**Completeness:** Information within this report relates to PBPL's business operations and our 34 material topics. The boundaries for all 34 topics have been identified and the information provided shows an accurate representation of PBPL's sustainability performance for FY19.

# Engaging with our stakeholders



We engage with a wide range of stakeholders who are interested in or impacted by our day-to-day operations, projects and long-term planning.

We value our relationships with all our stakeholders and welcome opportunities to work together to deliver mutually beneficial outcomes for the wider port community.

We are also committed to listening to and learning from stakeholder feedback as we seek to continually improve port operations and minimise impacts on customers, the local community and the environment.

Groups we regularly engage and partner with are listed in the table to the right.

Stakeholder group	Engagement method	Key areas of interest	Examples of key actions
<b>Employees</b>	<ul style="list-style-type: none"> <li>Internal communications, forums and intranet</li> <li>Digital and social media platforms</li> </ul>	<ul style="list-style-type: none"> <li>Strategic and operational business decisions and performance</li> <li>Organisational culture and engagement</li> <li>Health, safety and wellbeing</li> <li>Training and professional development</li> </ul>	<ul style="list-style-type: none"> <li>Employee engagement survey</li> <li>Health and wellbeing programs</li> <li>Training and development programs</li> <li>Diversity and Inclusion Council</li> </ul>
<b>Customers</b>	<ul style="list-style-type: none"> <li>One-on-one meetings</li> <li>Electronic newsletters/alerts</li> <li>Customer enquiries and complaints channels</li> <li>Digital and social media platforms</li> <li>Port-wide consultative groups</li> </ul>	<ul style="list-style-type: none"> <li>Safe and efficient infrastructure</li> <li>Safety and security</li> <li>Trade growth and supply chain</li> <li>Sustainable port development</li> <li>Business performance and pricing matters</li> <li>Facilities management</li> </ul>	<ul style="list-style-type: none"> <li>Safety 1 Forum</li> <li>Stakeholder survey</li> <li>Trade forums/visits</li> </ul>
<b>Federal and State Government</b>	<ul style="list-style-type: none"> <li>Meetings and briefings</li> <li>Participation in working groups</li> <li>Formal submissions on relevant issues</li> <li>Event or award sponsorships</li> </ul>	<ul style="list-style-type: none"> <li>Safety and security</li> <li>Trade growth</li> <li>Port development and planning</li> <li>Environmental management</li> <li>Regional tourism strategies</li> </ul>	<ul style="list-style-type: none"> <li>Government represented at PBPL's Planning &amp; Environment Forum and the Dredging TACC</li> <li>PBPL participation in working groups and initiatives</li> </ul>
<b>Local Government</b>	<ul style="list-style-type: none"> <li>Meetings and briefings</li> <li>Participation in working groups</li> <li>Make Formal submissions on relevant issues</li> <li>Event or award sponsorships</li> </ul>	<ul style="list-style-type: none"> <li>Planning and development</li> <li>Environmental management</li> <li>Local community</li> <li>Local tourism strategies</li> </ul>	<ul style="list-style-type: none"> <li>Government represented at PBPL's Planning &amp; Environment Forum and the Dredging TACC</li> <li>PBPL participation in working groups and initiatives</li> </ul>
<b>Community</b>	<ul style="list-style-type: none"> <li>Meetings, consultative groups</li> <li>Project-specific engagement</li> <li>Long-term partnerships and sponsorships</li> <li>Community events</li> <li>Digital, social media platforms and media</li> </ul>	<ul style="list-style-type: none"> <li>Environmental management and impacts</li> <li>Port development and planning</li> <li>Economic/social impacts and contributions</li> <li>Port education</li> </ul>	<ul style="list-style-type: none"> <li>Community Consultative Committee</li> <li>Visitors Centre and port tours</li> <li>Local newspaper quarterly update</li> <li>Stakeholder survey</li> </ul>
<b>Environmental groups</b>	<ul style="list-style-type: none"> <li>Long-term partnerships</li> <li>Citizen science projects</li> <li>Local event support</li> <li>Digital and social media platforms</li> </ul>	<ul style="list-style-type: none"> <li>Environmental management</li> <li>Port development and planning</li> <li>Port education</li> </ul>	<ul style="list-style-type: none"> <li>All environmental monitoring reports available on our website</li> <li>Environmental monitoring reports used for partner research programs</li> <li>Representation on PBPL's Dredging TACC</li> </ul>
<b>Industry associations</b>	<ul style="list-style-type: none"> <li>Joint partnerships</li> <li>Industry association membership and sponsorships</li> <li>Committee representation</li> </ul>	<ul style="list-style-type: none"> <li>Safety</li> <li>Transport and logistics</li> <li>Supply chain and port development</li> <li>Environmental management</li> <li>Tourism</li> </ul>	<ul style="list-style-type: none"> <li>Joint PBPL-Queensland Trucking Association Heavy Vehicle Safety Around Ports Project</li> <li>Facilitated industry delegations and port tours</li> <li>Financial and in-kind support for industry events</li> </ul>
<b>Research partners</b>	<ul style="list-style-type: none"> <li>Formal research partnerships</li> </ul>	<ul style="list-style-type: none"> <li>Environmental innovation</li> </ul>	<ul style="list-style-type: none"> <li>Environmental research partnerships</li> <li>Provide access to land or facilities to trial new technologies or for research purposes</li> </ul>
<b>Unions</b>	<ul style="list-style-type: none"> <li>Meetings</li> <li>Bargaining negotiations</li> </ul>	<ul style="list-style-type: none"> <li>Employee working conditions and other benefits</li> </ul>	<ul style="list-style-type: none"> <li>Enterprise bargaining</li> </ul>



# Our sustainability commitment



PBPL is committed to making a difference. We understand that we do not operate in isolation – that is why our approach is to have a positive impact on everything and everyone; our supply chain and the community. We strive to operate in a way that balances economic prosperity, responsible growth and robust governance while respecting and enhancing the natural environment.

A strong sustainability culture has underpinned many environmental, social and economic actions and initiatives across our business.

This work has provided a strong foundation for developing a Sustainability Strategy that inspires, activates and leads us in our decision-making and goal setting.



This year, PBPL completed its first Global Real Estate Sustainability Benchmark Infrastructure Asset Assessment and received a 4 star rating.

For us, sustainability is about everyone and the decisions we make to help ensure we are *Here for the Future*.



## Step 1: IDENTIFY

Material topics identified from:

- strategic gap analysis undertaken in June 2018
- internal workshop with key subject matter experts across PBPL

## Step 2: PRIORITISE

Prioritise identified material topics via:

- Sustainability Survey sent to over 350 stakeholders including:
  - customers
  - government
  - academics
  - local community
  - all employees and Board members
- stakeholder interviews conducted with key external stakeholders and employees to gain a greater understanding of the material topics and what it means for our stakeholders
- interim 'Materiality Report' delivered with survey and interview results

## Step 3: VALIDATE

Survey and interview outcomes validated with key subject matter experts, including Executive Team, across the organisation

## Step 4: REVIEW & REPORT

Final review and reporting of material topics and recommendations for the Sustainability Strategy

## Materiality assessment

A key part of our sustainability journey was to undertake a materiality assessment to effectively document the economic, social and environmental topics considered to be most important to our business.

The assessment identified 34 material topics, which speaks to the diversity of our responsibilities, operations and our stakeholders. These reflect the views of internal and external stakeholders.

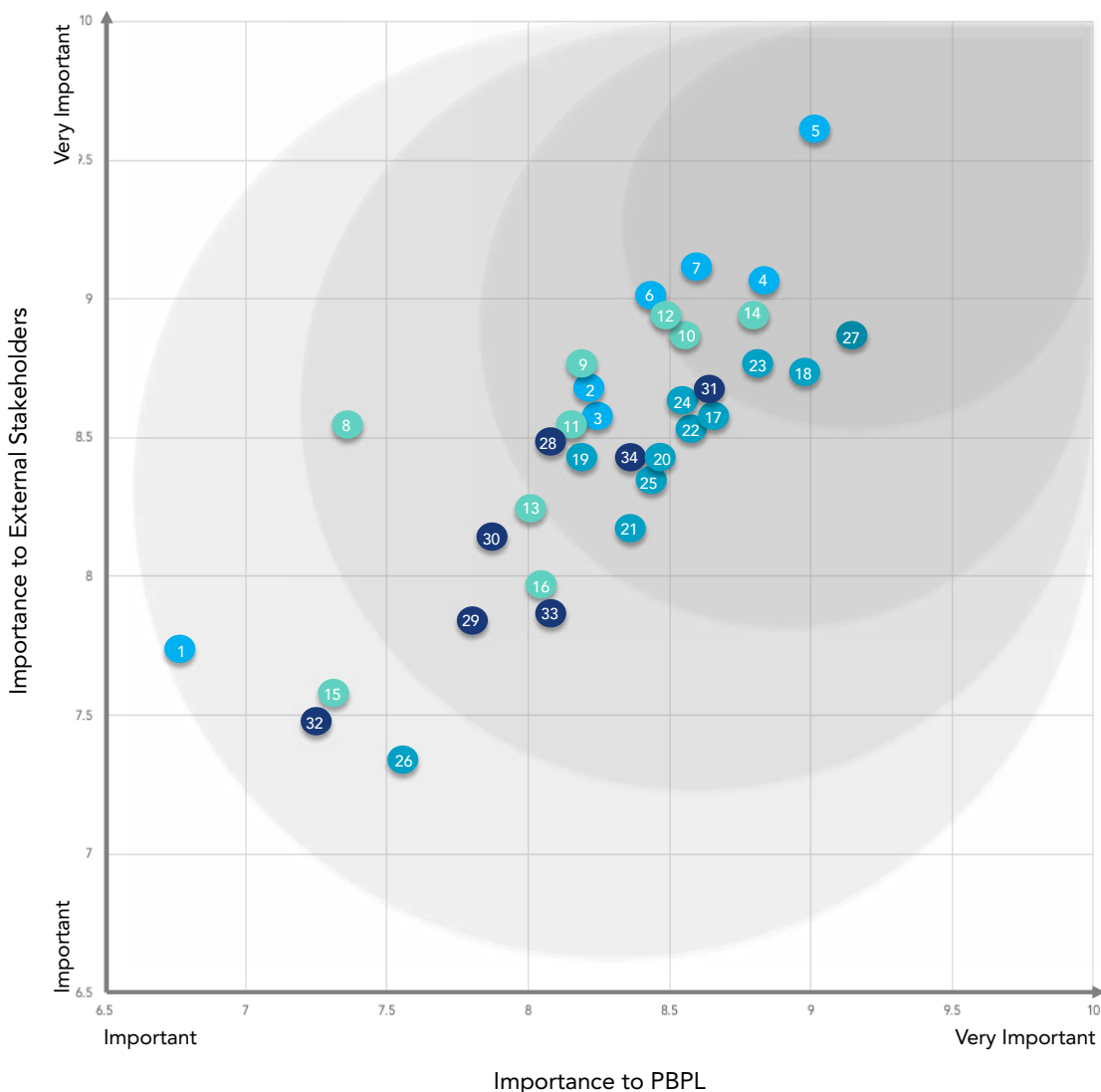
The results were validated through internal discussions, and all 34 material topics were ranked highly by both internal and external stakeholders.

All 34 material topics were adopted and have guided the development of PBPL's Sustainability Strategy. All material topics are discussed throughout this report.

## Materiality Matrix

~

All material topics were ranked highly and all 34 have been adopted.



### People

1. Workplace Diversity
2. Growing Future Capabilities/ Ongoing Learning
3. Talent Attraction, Succession Planning & Retention
4. Employee Wellbeing
5. Workplace Health & Safety
6. Positive Organisational Culture
7. Proactive Leadership

### Planet

8. Climate Change Resilience
9. Biodiversity/Habitat Protection & Enhancement (i.e. flora & fauna)
10. Efficient use of resources (i.e. energy, waste & water)
11. Renewable Energy Transition
12. Water Management (i.e. water quality, catchment management)
13. Port Impacts (e.g. noise, light, odour)
14. Biosecurity (i.e. quarantine issues)
15. Sustainable Building Design
16. Management of Open Spaces / Port Buffers

### Prosperity

17. Trade Growth & Diversity
18. Port Efficiency (i.e. channels, land use allocations)
19. Robust Governance & Risk Management Systems
20. Infrastructure Delivery & Asset Management
21. Effective Financial Performance
22. Efficient & Effective Supply Chains
23. Enable & Protect Transport Networks (i.e. road, rail, channels)
24. Technology & Innovation
25. Cyber Security
26. Tourism & Cruise Operations
27. Customer Focus

### Partnerships

28. Port Communication
29. Port Education
30. Community Partnerships
31. Industry Partnerships
32. Indigenous Partnerships
33. Research & Educational Partnerships
34. Government Relationships

# Sustainability strategy

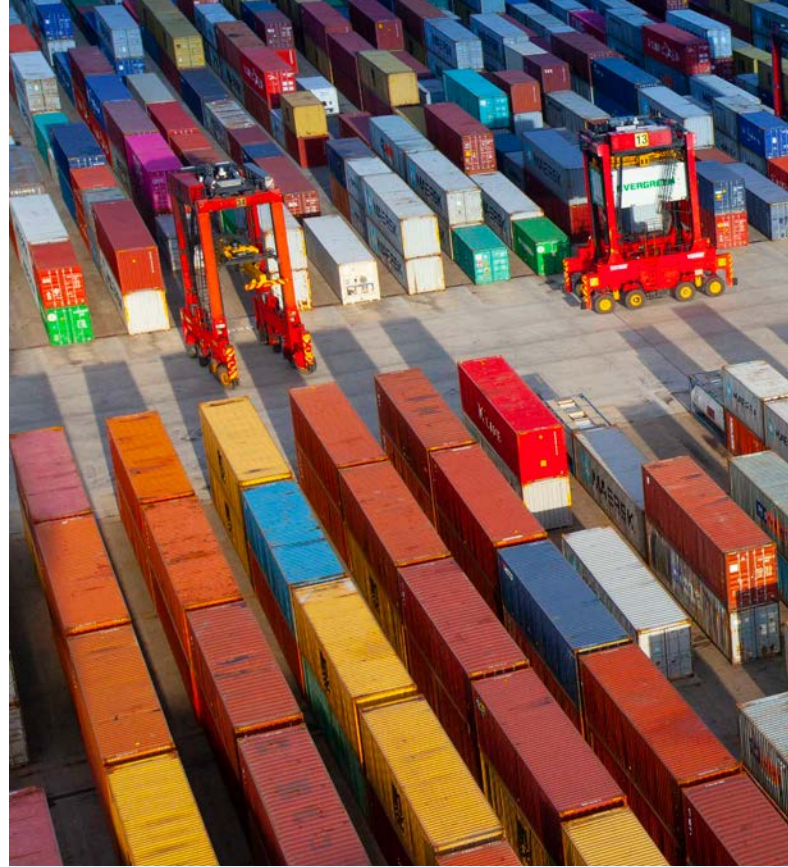


*Shaping our Future* is the vision that underpins our Sustainability Strategy. We believe that a sustainable business respects the needs of the present without compromising the ability of future generations to meet their own needs, and believe we can make a positive impact to achieving a shared, sustainable future.

Our Sustainability Strategy was developed to add value to our business and the wider port community by inspiring decision-making and goal-setting to deliver balanced financial, social and environmental outcomes at the Port of Brisbane.

The strategy has adopted a 'whole of business' approach and is aligned with the United Nations' Sustainable Development Goals (UN SDGs). Fourteen of the 17 UN SDGs are relevant to our business.

It consolidates the current work across the business, sets short and long-term aspirations and brings together a wide range of business initiatives within four key themes: **Planet, People, Prosperity and Partnership**. Each key theme has an overall goal that we aim to achieve by 2030.



## Our sustainability goals – making it happen

As an organisation and to guide our Sustainability Strategy, we have set four strategic goals. Aligned to the four 'Ps', these are long-term goals that we are aiming to achieve by 2030.

To help us achieve these goals, we have developed focus areas under each theme based on the outcomes of the materiality assessment. These focus areas also align to the UN SDG's.

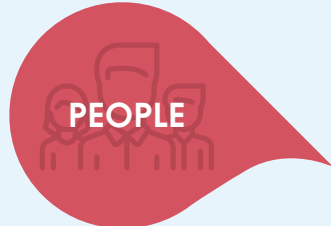



Each focus area has a key target and short and long-term milestones that contribute towards achieving each strategic goal.

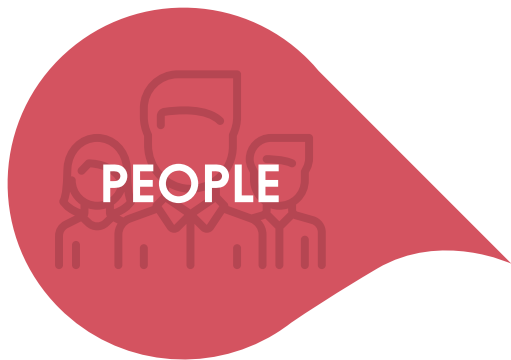
## Fourteen UN SDGs relevant to PBPL







	Sustainability goal	Focus areas
 <b>PEOPLE</b>	<b>Create an engaged, diverse and responsive culture</b>	<ul style="list-style-type: none"> <li>• Safety</li> <li>• Health and wellbeing</li> <li>• Robust governance</li> <li>• Personal development</li> <li>• Culture</li> </ul>
 <b>PROSPERITY</b>	<b>Deliver efficient and sustainable economic growth</b>	<ul style="list-style-type: none"> <li>• Port development</li> <li>• Asset management</li> <li>• Supply chain enablement</li> <li>• Sustainable procurement</li> <li>• Digital transformation</li> </ul>
 <b>PLANET</b>	<b>Achieve positive net environmental benefit</b>	<ul style="list-style-type: none"> <li>• Air quality</li> <li>• Energy efficiency</li> <li>• Climate change resilience</li> <li>• Resource management</li> <li>• Water quality</li> <li>• Biodiversity</li> </ul>
 <b>PARTNERSHIPS</b>	<b>Enable responsible growth</b>	<ul style="list-style-type: none"> <li>• Customer partnerships</li> <li>• Community partnerships</li> <li>• Industry and research partnerships</li> <li>• Engagement and education</li> </ul>



At PBPL, our people are our most important asset and we are committed to supporting their development, satisfaction, health and wellbeing. This is paramount to the success of our business as well as our ability to create value for our customers and stakeholders.

To enable a culture that drives positive change for PBPL and our stakeholders, we ensure that robust governance underpins all business decisions, that we prioritise our employees' health, safety and wellbeing, and that we offer opportunities for our people to grow.

## Diversity and inclusion

We recognise, embrace and value the differences and experiences of our people and their unique contribution to the workplace. It is an essential part of our approach to retaining and attracting the best talent. It also provides us with a competitive edge – a diverse workforce, with its broad range of experience and perspectives, has a better opportunity to understand and engage throughout our current and potential supply chain, as well as the broader Queensland community we service.

This commitment is embedded in our business through our Diversity and Inclusion Policy. It is supported by a strategy that delivered a range of programs and initiatives this year such as our cadet, intern and graduate programs, talent management and the introduction of our Diversity and Inclusion Council, which first convened in June. We are focused on ensuring PBPL's programs and conditions are inclusive and can support all our people, whatever stage they are at in life and their career.

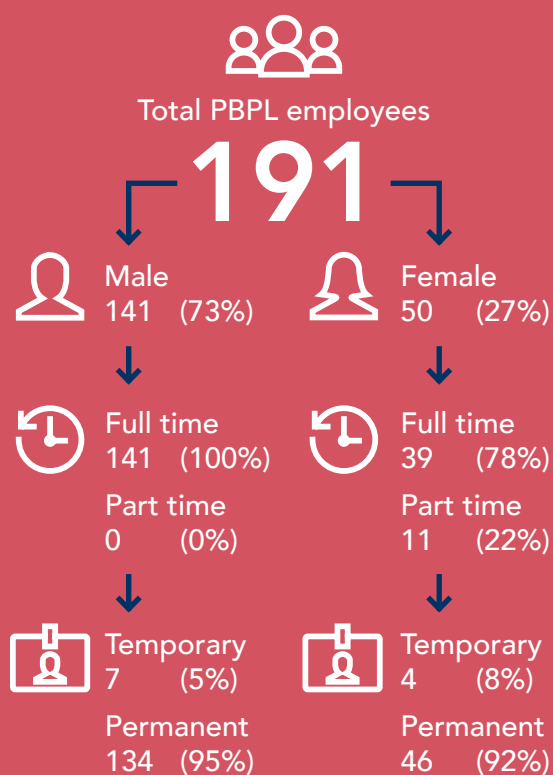
## Employees by age and employment category

Employee category	Age		
	Under 30	30-50	Over 50
Permanent	4%	57%	39%
Temporary	24%	28%	48%





## Total employees by gender and employment category



 **52%**  
of our employees are covered by collective bargaining agreements

## Our Board and Executive Leadership Team

Employee category	Age		
	Under 30	30-50	Over 50
Board	0	28%	72%
Executive	0	33%	67%

Our Board and Executive Leadership Team comprises

 **77%** males

 **23%** females

 **87.5%**  
of our Executive Leadership Team is hired from the local community (Brisbane)





# Engaged workforce



## Professional development and training

In May, we launched our new learning management system, Litmos, to deliver corporate compliance and other training to all employees in a simple and accessible way. Litmos also holds a wide range of training modules – from basic word processing to complex financial concepts – that can be voluntarily accessed by employees and completed at their own pace. Litmos supplements the established statutory compliance training for our employees.

We continue to support our emerging and current leaders across the business through our LEAD program by providing professional development and networking opportunities as well as participation in a mentoring program to support those that are building their careers.

## Average training hours by gender

Average hours: **15.7**

Average hours male: **16.4**

Average hours female: **13.8**

## Parental leave



In February, we made significant changes to our Parental Leave Policy to ensure all parents at PBPL have the support they need to be able to enjoy starting or growing their families without worrying about how to balance their home and work commitments.

Key benefits include increased paid parental and pre-natal leave for primary and secondary carers, flexibility on how leave can be taken, and continuation of paid superannuation for the first year of parental leave.

All employees entitled to take parental leave:

**141** **50**  
Male Female

Employees that took parental leave:

**8** **4**  
Male Female

Employees that returned to work from parental leave during the period:

**8** **1**  
Male (100%) Female (100%)

Employees that returned to work from parental leave, and remained employed for 12 months after their return:

**7** **1**  
Male (87.5%) Female (100%)



## ~ Marine Cadetship Program

Our Women in Marine Cadetship program commenced in September 2018, with Khrysilla, Grace, Lannah and Jacinta currently completing the two-year program.

Our Marine Cadetship Program commenced in September. It is a new 24-month paid employment and training program designed to encourage talented women to embark on a career in the industry, and is the first of its kind in Australia.

Working as Deckhands within our Marine Team, four women are currently completing the program, receiving training and mentoring on all aspects of marine operations. The program allows Cadets to develop practical skills and grow their careers in what has been a traditionally male dominated industry.

Upon successfully completing the program, the women will receive qualifications to allow them to command a commercial vessel up to 24 metres and should a position at PBPL become available towards the end of the program, they will have the opportunity to apply.

## Technology upgrades

During the year, our IT Team successfully rolled out a major software upgrade across all PBPL worksites, as part of their work to support office collaboration and introduce new productivity tools to support our people. As a first step, the team introduced a Standard Operating Environment (SOE), which included an upgrade to Windows 10 and Office 2016. The team also used the opportunity to upgrade a number of older desktop computers to laptops, further increasing the mobility of our workforce.

This work is part of PBPL's commitment to ensure the right technology systems are in place to support our changing business requirements while helping to increase productivity, simplify collaboration, and to improve security and efficiency.



Our IT team successfully delivered a major upgrade during the year.



Our inaugural International Women's Day event recognised and celebrated the contribution of women in the maritime sector.

## International Women's Day

In March, PBPL and Carnival Australia's Cunard line came together to celebrate International Women's Day and recognise the valuable contribution of women in the maritime sector.

More than 120 guests – predominantly women from across the Port of Brisbane precinct – were joined at the event by Queensland Premier, Anastacia Palaszczuk, PBPL Chairman Jerry Maycock, and Carnival Australia Chairman, Ann Sherry AO.



# Health, safety and wellbeing

As a company, we have built a 'Safety First' culture that we are proud of. Our commitment to prioritising health, safety and wellbeing is fundamental to our everyday business practices and the way we engage with our customers, contractors and visitors to the Port.

We operate under a Health and Safety Management System which is independently audited on an annual basis, meets AS4801 requirements, and complies with all statutory obligations and expectations. Safety is fundamental in all our core business activities and all employees, led by the Executive Team, are accountable for health and safety relevant to their roles. PBPL's Health and Safety Management System provides maximum benefit to the Company's activities and operations while ensuring the health and safety of all employees, contractors, sub-contractors, visitors, customers and the environment.

Our employees are supported and engaged in health and safety through formal training, a wide-ranging health and wellbeing program, events and initiatives, and internal communications which include a weekly incident report, business updates, safety shares and variation reporting.

We also facilitate a quarterly Health & Safety Leaders Forum with representatives from PBPL and port businesses that discuss relevant issues and share best practice. PBPL employees are represented by our Health and Safety Team.

## Health and Safety Compliance

Our Workplace Health Program is mandatory for employees who are identified as working in an 'at risk' occupation or work in areas which have significant hazards. The program involves a range of regular workplace assessments, undertaken by a variety of external consultants, to ensure exposure to these risks and hazards is not impacting their health. The program is managed by the relevant manager or supervisor, in conjunction with our Health and Safety Team.

All employees receive mandatory workplace health and safety training relevant to their roles, with site-specific training also delivered where it is required.

## Road safety

We invest significantly to promote road safety to our employees and the wider port community. This includes providing financial, technical and in-kind support such as making port roads/facilities available for industry trials or projects.

## Collaboration

Our work is guided by state and national road authorities including the Department of Main Roads and Transport, Queensland Workplace Health and Safety, and the National Heavy Vehicle Regulator (NHVR) and where practical, we work in partnership with them.





Our Safety 1 Forum attracts over 200 people from the port community annually.

## Safety 1 Forum

The Safety 1 Forum is PBPL's major port-wide event attracting over 200 people who gather to learn and share new information about topical issues relating to health, safety and wellbeing.

Held annually in August, this year's theme was road safety and included trade stands, live demonstrations and keynote speakers from industry, emergency services and the health industry. For the second year, we also recognised seven Safety Champions, nominated by businesses around the Port.

## Health and wellbeing

PBPL offers a range of voluntary health and wellbeing services and initiatives to all employees which are provided by independent, qualified third parties including:

- annual health assessments
- Employee Assistance Program
- free on-site gym and subsidised fitness training
- free flu vaccinations and skin checks
- the Quit Smoking program
- mental health first aid and awareness training.

Over the next 12 months, we will develop a tailored health program based on the key health risk areas identified in the annual health assessments and will continue to promote mental health awareness.

## Heavy Vehicle Safety Around Ports Project

Heavy Vehicle Safety Around Ports (HVSAP) is a joint, two-year project between PBPL and the Queensland Trucking Association (QTA), with \$302,000 in federal funding from the NHVR.

PBPL and QTA are working with the port community to trial a range of new technologies and health initiatives to encourage safer driver behaviour and promote truck driver health and wellbeing. Learnings and outcomes from the project are shared with other Australian ports via the Ports Australia Health & Safety Working Group.

### Technology trials

The first technology initiative underway is a 12-month pilot targeting fatigue using a new and wearable 'SmartCap' – a headband mounted into a cap that measures changes in a person's electroencephalogram (EEG) and provides accurate measurements of alertness in real-time to operators and drivers.

Six transport companies with a total of 60 drivers are participating in the pilot: Australian Container Freight Service, Buccini Transport, Chalmers Industries, Daryl Dickenson Transport, South East Queensland Hauliers, and Visa Global Logistics. The pilot will be completed in December 2019.

### People and health initiatives

The HVSAP project offers a program of health and wellness initiatives to the port community including free skin checks, flu vaccinations and seated massages. Health initiatives will continue next year and includes encouraging truck drivers to participate in a 16-week high intensity interval training program (a project led by The University of Queensland and Heart Foundation).

 **60**

truck drivers trialling new SmartCap technology

 **211**

free skin checks delivered across 7 port businesses

 **123**

free flu vaccinations will be delivered

# PROSPERITY



The Port of Brisbane is a major import and export trade gateway for Queensland and northern New South Wales, helping to deliver regional prosperity and supporting jobs.

As a critical supply chain enabler and port manager, we are focused on responding to the needs of our customers, investing in and maintaining port infrastructure, and facilitating efficient and sustainable trade growth for Queensland.

## Trade overview

The recent strong activity in south-east Queensland's (SEQ) residential construction sector declined in FY19, after the apartment segment reached its construction peak. This, combined with softening economic conditions, led to a reduction in imported containers despite steady regional population growth. Overall, the Port saw a decrease of 2.4% in import container volumes to 600,925 TEU.

Export container volumes also decreased by 2.6% in FY19 to 349,153 TEU, after another challenging year for both winter crops (wheat and chickpeas) and summer crops (cotton and sorghum), which the ongoing drought pre-destined a further decline on the already drought-affected FY18 totals.

The graphs show overall containerised and non-containerised tonnages.

In the non-containerised sectors, the results were similarly drought influenced. Bulk cereal exports declined significantly against the previous year due to the poor growing conditions throughout much of the Port's trade hinterland. Lower grain yields were also exacerbated by increasing demand from the domestic cattle and poultry industry, which mitigated export opportunities. Following the trend, wood chip and mineral sand (bulk cargo) tonnages also decreased 23% and 30% respectively. Coal export tonnages were also down against the previous year.

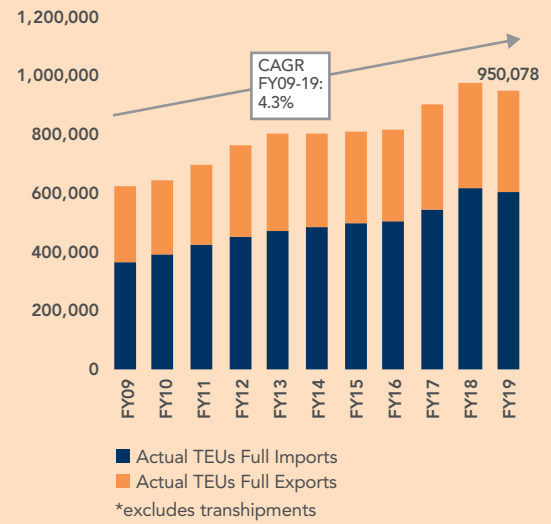
On the import side, domestic bulk grain tonnages increased remarkably with over 2.1 million tonnes of stock feed (mostly wheat and barley) received across our wharves in FY19 compared to 262,982 tonnes in FY18 and zero in FY17. Cement product volumes fell marginally by 4.3% to 2.47 million tonnes, echoing the downturn in SEQ construction delivery. Motor vehicle imports also declined 11.1% with new car sales decreasing on the back of low consumer demand.

In the wet bulk sector, crude decreased by 2.4% while refined oil increased by 11.9% following stable demand from industry and the private sector.

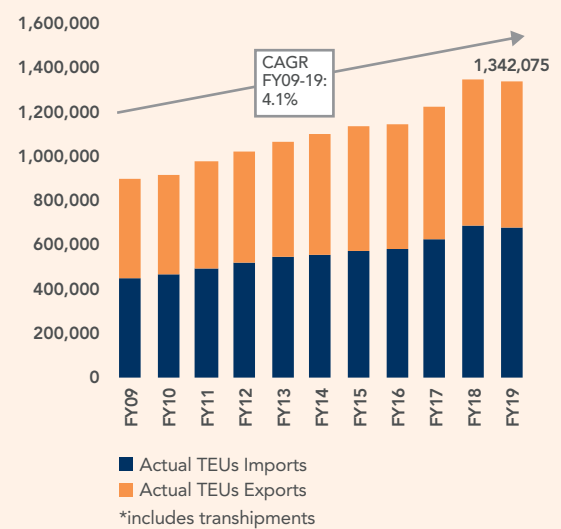




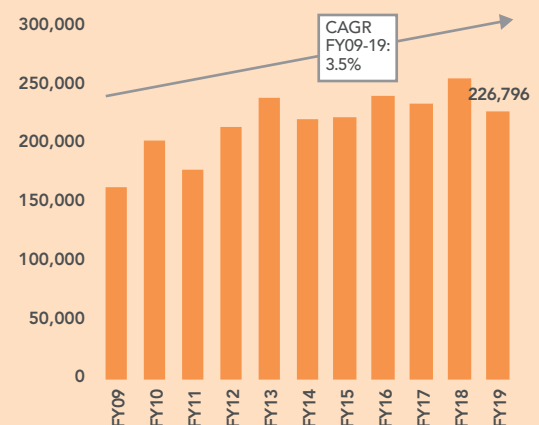
## Full containers (TEUs)



## Total containers (TEUs)



## Motor vehicle imports (units)





## Trade overview (continued)



Total containers

**1.34 million**  
TEUs



Total exports (full)

**349,153**  
TEUs

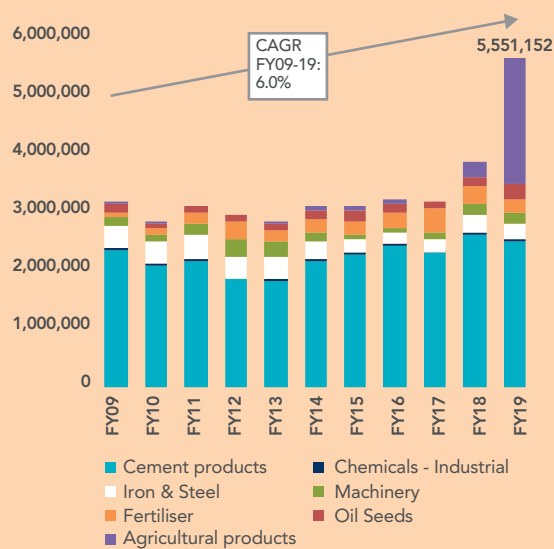


Total imports (full)

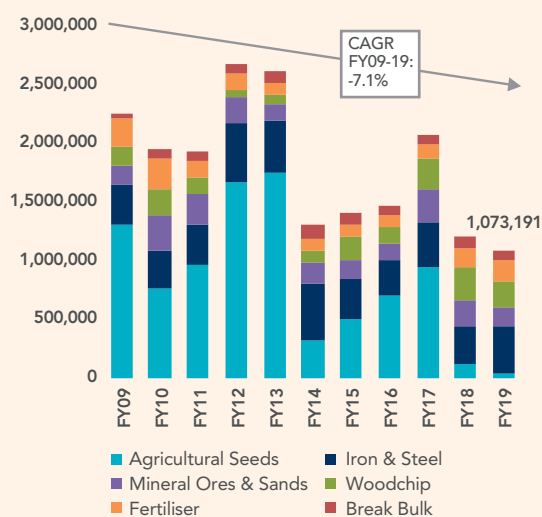
**600,925**  
TEUs



## Key dry bulk imports (tonnes)



## Key dry bulk exports (tonnes)



## ~ Facilitating grain imports

This year, Queensland's ongoing drought has not only impacted agricultural exports, but resulted in high import grain volumes coming into the Port.

PBPL has worked closely with customers and stakeholders to facilitate regular import shipments of wheat and barley into the port from Western Australia, South Australia and Victoria.

Typically, the Port would receive very low volumes of imported grains, if any. However in FY19, over 2.1 million tonnes was received across the wharves before being transported to key cattle grazing areas and feedlots across Queensland.



## Imports for South-east Queensland renewables projects

**In recent years, Port of Brisbane has seen growing import trade volumes connected to Queensland's renewable energy sector. This growth is supported by the Queensland Government's strategy to help the state transition to a low-carbon energy sector.**

Over the last 16 months, around 20 break-bulk ships have delivered wind farm componentry for the Powering Australian Renewables Fund Coopers Gap Wind Farm (located near Dalby). It is stored at the Port before being trucked to site.

The componentry for the 123 wind turbines included 369 blades up to 67 metres long. The storage and logistical support for its transportation included support from PBPL and local and state government agencies, particularly

the Department of Transport and Main Roads and the Queensland Police Service. The Coopers Gap Wind Farm is currently becoming fully operational with the final componentry for the project expected to be transported out of the Port to the site before the end of 2019.

In July, the Queensland Government shortlisted 10 projects to submit bids to provide the next wave of large-scale renewable energy (wind farm and solar projects) for the state as part of its Powering Queensland Plan. With two of these projects and several others in development located within south-east Queensland, it is expected that imported componentry will be handled through Port of Brisbane to support their delivery. We will continue to work with our customers and stakeholders to facilitate opportunities related to the industry.

PROSPERITY

# Port development



PBPL is an experienced property developer and manager, overseeing one of south-east Queensland's largest industrial landholdings. We have responsibility for all port development and the ongoing management of five distinct property precincts which support a diverse range of land uses including industrial, transport operations, marine infrastructure, commercial/retail and environmental buffers.

We take a long-term view to the partnerships created with our customers and tenants, working with them to design tailored solutions and deliver efficient sites that support optimal business performance, cost control and service.

We also work closely with developers to ensure that elements of sustainable development are considered and included in all new port developments. These elements may include the collection and reuse of rainwater, energy efficient appliances and LED lighting, building design and orientation to maximise natural conditions including light and air flow, and treatment of stormwater through onsite landscaping.

All port development is guided by PBPL's long-term Master Plan, which is supported by planning tools such as the *Brisbane Port Land Use Plan 2015* and *Technical Guidelines 2019*. The most recent *2018-2048 Master Plan* underwent a regular five-year review during the year and is available on our website.

## The Port of Brisbane community continues to grow



# 2 new customers

welcomed to the Port



# 8 customers expanded

their operations







Roy Cummins, PBPL; Brendan Boyd, SCL; John Sood, SCL; David Keir, PBPL at Silk Contract Logistics' opening event.

## Silk Contract Logistics

In August, Silk Contract Logistics became the first logistics customer to lease a 56,560 square metre (sqm) site on Fisherman Islands in the Port of Brisbane's expansion zone.

PBPL has delivered the 20,000sqm facility which includes a 15,000sqm warehouse, office, heavy duty pavement and truck parking area. The purpose-built facility provides a new home for the merged companies of Silk and Container Swinglift Services. Its location behind Wharves 11 and 12 provides direct access to the major shipping terminals and the increased road mass allowances will provide significant productivity benefits for Silk's customers.

## Autocare

In September we announced the expansion of Autocare's finished vehicle logistics services to the Port West estate, which will enable Autocare to process an additional 5,500 motor vehicles per annum close to the wharf, reducing storage costs, creating local jobs and improving delivery times to dealerships.

The agreement included the lease of 100,000sqm from PBPL, plus a further 50,000sqm to cater for future growth, under a 10-year agreement that will complement its current facilities on Fisherman Islands. The Autocare facility includes large pavement areas, eight hectares of hail mesh and an office and washbay facility.

Our Property Team is working closely with Autocare throughout construction.



Paul Frazer, Steelforce and Roy Cummins, PBPL at Steelforce's ribbon cutting event.

## Steelforce

Construction of Steelforce's new facility was completed during the year. The 36,000 sqm site includes a 15,000sqm warehouse along with 1,000sqm of office space, and forms an entry statement for the Port West estate.

Our team worked closely with Steelforce to design and deliver a facility with a more efficient footprint, better amenities and increased capacity to handle anticipated higher demand.



This year we continued to improve efficiency for landside operations, working with stakeholders through our quarterly Landside Logistics Forum and delivering projects and initiatives across the Port.

## Port Drive Upgrade project achieves Practical Completion

In December, the \$110 million Port Drive Upgrade project achieved practical completion. The upgrade of Port Drive has created a lasting piece of infrastructure that contributes to the national economy by improving the road's safety and capacity to meet the future needs of the Port.

The project has delivered significant benefits for all road users and the port community including:

- improved road safety, transport efficiency and road access
- reduced traffic congestion and increased road capacity to accommodate future traffic volumes
- reduction in traffic emissions through improved traffic flows
- Infrastructure Sustainability Council of Australia (ISCA) 'Excellent' rating for Design and As Built
- placement of sustainably-sourced EME2 asphalt
- retaining and improving access to existing public areas within the port precinct such as the Whyte Island boat ramp and the lake.

## Improved access for A-Doubles

In April, PBPL opened access to the Lucinda Drive Bridge, in both directions, to permitted 30-metre, four-TEU A-Double vehicles, delivering efficiency and productivity improvements for operators and their customers.

This was achieved following extensive engineering investigation, modelling, testing and design, with PBPL working with stakeholders including the Department of Transport and Main Roads, the National Heavy Vehicle Regulator and engineering consultants, GHD.

Chalmers, ACFS and Owens Transport also worked with PBPL to test the bridge under fully-loaded conditions using their vehicles.

## Connecting the Port to Inland Rail

Together with stakeholders, we continue to advocate strongly for the Port of Brisbane to be connected to Inland Rail via a dedicated freight rail connection.

In February the State Government and SEQ Council of Mayors released the 'SEQ City Deal Proposition' – a proposal to support the region's future growth. It identifies 'supercharging the SEQ Trade and Enterprise Spine', ensuring infrastructure connectivity that supports economic growth without compromising the region's lifestyle and sense of community. A dedicated freight rail connection to the Port is a key part of this 'spine'.

The Federal Government indicated its broad support for a potential City Deal partnership and while encouraging, we will continue to advocate at all levels of government for this vital piece of nation-building infrastructure.

## Benefits of a dedicated port connection



### Community

Safer roads, fewer trucks, less truck-related congestion



### Environment

Reduced emissions



### Economic

New jobs, reduced freight transport and road maintenance costs

# Waterside infrastructure



Globally, container vessels are increasing in size with more 8,500+ TEU vessels seeking to call at Australia's east coast ports. We are working with our customers and stakeholders to ensure the Port of Brisbane has the infrastructure required to accommodate this structural shift towards larger vessels.

Our strategy brings together major waterside infrastructure improvements and investment in new technology to increase Brisbane's channel and wharf capacity.

## NCOS Online

Live since August 2017, our world-leading vessel traffic management system, NCOS Online, is improving access for shipping lines, reducing transit times and improving efficiency, while also providing a greater level of accuracy in vessel behaviour to the Harbour Master.

This ground-breaking technology has maximised the capacity of our channel, increasing the allowable vessel draft for some vessels by an average of 50cm (under certain conditions) while deferring the need for capital dredging.

It has also increased the vessel LOA (length overall) by 13.6% to 350 metres and vessel beam (width) by 11.1% to 50 metres that the Port is able to accommodate, which is providing greater flexibility for shipping lines.

## Infrastructure improvements

This new technology is supported by significant investment in waterside infrastructure, including the Port's second swing basin which opened in April.

The work was undertaken by PBPL's marine crew, hydrographic surveyors and engineers, with construction led by the *TSHD Brisbane* and supported by our fleet of marine craft. Our teams worked closely with key stakeholders including Maritime Safety Queensland, Brisbane Marine Pilots and other government agencies.

The swing basin is located adjacent to berths 10 and 11 and provides significant efficiency and productivity benefits for our customers. It has also freed up capacity for our agricultural and bulk customers.

We are also progressively upgrading the container terminal bollards to improve the capacity of our wharf infrastructure. Existing bollards are being replaced with new 150 tonne rated galvanised bollards specifically designed for the Port of Brisbane, with works expected to be completed in late-2019.

Further structural analysis on the wharves shows parts of the older wharves need to be strengthened to accommodate the increased loads from larger vessels. These works are currently planned for the second half of 2019.

## Channel capacity and wharf infrastructure improvements



Second swing basin opened in April



Vessel LOA increased by 13.6% to 350m



Vessel beam increased by 11.1% to 50m



# Brisbane International Cruise Terminal



The \$177 million Brisbane International Cruise Terminal (BICT) will provide Queensland's cruise industry with its first dedicated cruise facility able to accommodate the growing number of 'mega cruise ships' seeking to call in Brisbane.

By 2020, industry estimates over 60% of the cruise ship fleet on the Australian coastline will comprise these 'mega cruise ships' – longer than 270 metres. However in Brisbane these vessels must currently call at the Port's cargo facilities on Fisherman Islands as there is no other cruise facility able to accommodate them. This is not a long-term viable solution for a growing industry.

The BICT is already a catalyst for local industry growth. Over 190 vessel bookings are confirmed at the BICT for the 2020/21 cruising season (commencing in October 2020) – more than Brisbane's combined total cruise bookings in 2018/19.

The project is targeting completion in mid-2020, with the first confirmed vessel currently scheduled to arrive in October.

## Wharf construction

Construction of the wharf commenced in early 2019 by the Brisbane-based principal contractor, Brady Marine and Civil.

When complete the 208-metre wharf, with a 440-metre berth pocket, will be able to berth the largest cruise ships in the world. Locating the new facility on the existing swing basin ensured no capital dredging was required, further minimising environmental impacts of construction.

Installation of the first of 105 wharf piles commenced in February. The piles are manufactured by a local supplier and transported 35km by road to Fisherman Islands, before being barged to site.

Works are progressing well, and it is anticipated that major construction activities will be completed by the end of 2019 with practical completion targeting early 2020.

## Terminal and building construction

Hindmarsh, a leading Australian construction company, was appointed principal contractor for the terminal and building, mobilising to site and commencing early site works in February.

When complete, the BICT will comprise a two-story passenger terminal of approximately 10,000 square metres with onsite car-parking and open public spaces including a plaza area and waterfront promenade.

PBPL was joined by Queensland Premier Annastacia Palaszczuk, Minister for State Development Cameron Dick, Tourism Industry Development Minister Kate Jones and Brisbane City Council Mayor, Adrian Schrinner as well as Carnival Australia for a sod-turning event in April to mark the start of construction for the BICT building.

In addition, PBPL and Brisbane City Council are jointly investing \$10 million to improve local roads leading to the site. The introduction of the BICT – together with the increase in other industrial developments in Pinkenba – will result in increased traffic movements in the area. These local road upgrades will help improve the connection for local residents, businesses and visitors to the city. This work is expected to be completed well ahead of the BICT's opening.

## Engaging with stakeholders



**Local residents and community:** providing regular updates including letterbox drops, quarterly newsletters, community group presentations, social media and website updates.



**Cruise industry, state and local governments and other project stakeholders:** delivering a facility that meets current industry needs but has capacity to expand if required.



**State and local government tourism bodies:** ensuring the BICT complements and enhances government tourism priorities to attract more visitors to Brisbane and Moreton Bay.

Artist impression.



Concrete pour for the wide wharf.



BICT Construction team.

## Delivering long-lasting benefits to Brisbane and Queensland



**\$177 million**

investment to grow Queensland's cruise industry



on average, approx.

**245 jobs**

supported annually during construction



over

**190 vessels**

booked for the first cruise season in 2020/21



potential to  
**triple Brisbane's  
cruise industry**

over the next 20 years





# Climate change



Port of Brisbane is located in an environmentally sensitive area, immediately adjacent to Ramsar wetlands and the Moreton Bay Marine Park. We are committed to minimising our impacts and enhancing the natural environment. Robust environmental management underpins our day-to-day operations, long-term planning and strategic projects, and is driven by our Environment Strategy and our ISO14001 accredited Environmental Management System (EMS).

As a coastal asset, Port of Brisbane infrastructure, including the shipping channel, wharf and quay line assets, and land-based assets including terminals, buildings and landside infrastructure, is highly susceptible to a changing climate and as such, our planning and development must be resilient against potential impacts.

We recognise that climate change has the potential to impact and create many challenges to Port operations in both the short and long-term.

Potential financial risks include requiring increased capital investment for proactive development initiatives that reduce future potential climate change impacts (i.e. increased land development heights, infrastructure resilience to higher wind loadings) or adoption of adaptive technology (i.e. technology to minimise wharf infrastructure corrosion because of ocean acidification). Other impacts from climate risks may also include increased maintenance and insurance costs. Impacts of climate change on our commodities have the potential to impact our operational revenue.

There are, however, potential opportunities associated with proactively managing climate change risk such as increased investment in and adoption of renewable technology (i.e. solar) that would deliver benefits to the Port and our customers. Just as climate impacts have the potential to impact our commodities, there are also potential benefits that could deliver positive financial outcomes through the continued diversification of the Port's trade base.

As Port Manager, PBPL takes a proactive approach to managing and mitigating climate change risks; this will enable us to improve our adaptive capacity and make informed decisions. Our Sustainability Strategy outlines the necessary actions we need to take to achieve this.



## Identified climate change risks and potential associated impacts to Port of Brisbane's operations

Climate change risk	Potential impact
Sea level rise	<ul style="list-style-type: none"> <li>• loss of, and disruption to, port operations (i.e. flooding of transport corridors)</li> <li>• inundation of port infrastructure and equipment (roads, wharves, buildings, cranes etc.)</li> <li>• impact to natural assets (i.e. loss of habitat)</li> </ul>
Severe weather events	<ul style="list-style-type: none"> <li>• damage to port infrastructure and equipment (i.e. roads, wharves, buildings etc.)</li> <li>• increased erosion resulting in damage to infrastructure and increased sedimentation</li> <li>• changes in dredging schedule due to increased sediment from flooding</li> <li>• increased port closures and shipping delays</li> <li>• interruptions to port operations (including services)</li> </ul>
Change in weather patterns	<ul style="list-style-type: none"> <li>• changes in shipping manoeuvrability and safety</li> <li>• water security impacts (i.e. drought)</li> <li>• port land use planning and infrastructure design implications</li> </ul>
Increase in temperature	<ul style="list-style-type: none"> <li>• asset maintenance impacts (i.e. pavements, building materials)</li> <li>• interruptions to port operations (i.e. loss of productivity due to heat waves, service faults etc.)</li> </ul>
Ocean acidification	<ul style="list-style-type: none"> <li>• corrosion of wharf infrastructure</li> </ul>

### ~ NCOS climate change module

Following the development of the Non-Linear Channel Optimisation Simulator (NCOS) Online in 2017, PBPL has identified opportunities to further expand the scope of the technology, including the development of a climate change risk module.

Developed in two phases in partnership with Seaport OPX (phase 1 was completed in FY19), the module uses scenario modelling to better understand the potential risks that port infrastructure and operations face from climate change in a local context.

This new information will allow PBPL to make better and more informed decisions regarding the management and future development of the port, increasing its resilience to climate change risks.





# Resource management



Effective resource management across our main worksites is critical in minimising our impact footprint. Launched in 2017 our business-wide strategy, Target Zero, seeks to achieve net zero emissions, zero waste to landfill and net positive water (using more rainwater or recycled water than potable water) by 2030.

## Energy efficiency and emissions management

PBPL recognises the need to take positive action to reduce and minimise carbon emissions while managing significant increases in external energy prices. Our operations typically use a modest amount of energy; the largest sources of emissions are generated by fuel use for our marine fleet and grid drawn electricity for power generation for the operations of our buildings.

The main sources of energy consumed by PBPL operations include:

- unleaded and diesel fuel for our fleet vehicles and marine fleet
- electricity from the grid
- solar generated on site.

We have implemented energy efficiency and emissions reduction solutions including the installation of energy efficient street lighting across the port and the installation of rooftop solar panels on PBPL-operated facilities.

We have also committed to a 24% reduction in emissions by 2024/25 from the FY18 baseline.

## Water

PBPL manages water quality throughout the port precinct.

Through our Target Zero strategy, we are committed to achieving net positive water by 2030, delivering on this target by using more rainwater and recycled water than grid-supplied potable water. We have implemented several water-saving initiatives across our operations including the collection of rainwater for use in irrigation as well as greywater recycling at the Port Office building. We also promote the use of saltwater for dust suppression on major construction projects such as the port's Future Port Expansion area. In 2018/19, our total potable water consumption increased to 2,386 kL due to vessel refits for our marine fleet.

## Waste

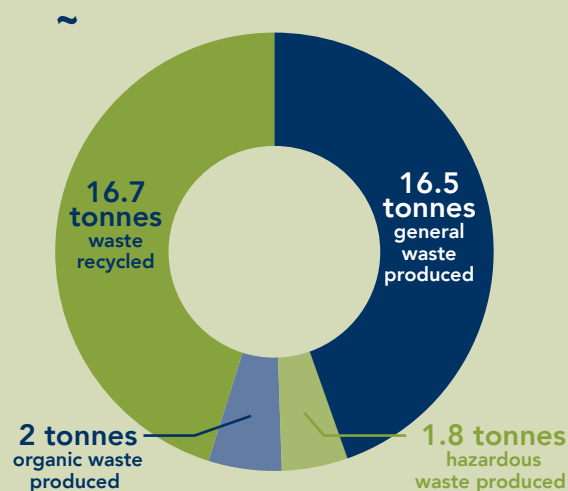
We are responsible for managing the waste generated through our activities and operations which typically includes general waste, organic waste, recycling, paper, cardboard and hazardous waste. Our Target Zero strategy commits us to sending no waste to landfill by 2030.

To help achieve this, our waste management approach aligns with the waste management hierarchy and focuses on reducing waste through avoidance strategies and increasing our recycling. A new compost bin at the Port Office recycles food waste, with the compost going to local environmental organisation, B4C, for use on its planting projects.

We have also implemented the Container Recycling Scheme initiative across all PBPL sites. This year we raised \$366 which was donated to our employee charity, Drought Angels. We have also worked with Aurizon, BMD, MGN Civil and Queensland Bulk Handling to implement the initiative on their sites and continue to work with other port customers to implement the initiative more broadly.



## Total waste produced and recycled



**37 tonnes**

of total waste generated, an increase of 2 tonnes



**50%** of all waste recycled, an increase of 9%

## Energy consumption by type (GJ)

Energy type	FY18	FY19	Change
Diesel	136,545	131,683	-3.5%
Unleaded	221	215	-2.7%
Solar production	677	794	+17%
Electricity	12,491	11,539	-7.6%
Total	149,934	144,231	-3.8%

## GHG emissions by scope (tCO<sub>2</sub>e)

Emission scope	FY18	FY19	%
Scope 1	9,530	9,273	-2.6%
Scope 2	2,741	2,532	-7.6%
Total	12,271	11,805	-3.7%

Although we are not currently measuring Scope 3 emissions (emissions generated from indirect sources associated with our business), investigations to start this work will commence in 2019/20.

~

## BMD solar panels

In January, we completed our largest rooftop solar project with the installation of 100kW solar system (259 high efficiency solar panels) on the roof of the Old Port Office building, taking the total rooftop solar capacity installed on all PBPL-managed buildings to 291kW.

The building is leased by BMD and the panels will deliver approximately 165,000kWh of power annually – the same amount of energy required to power 14 homes each year. It will also significantly reduce BMD's annual electricity costs.





# Biodiversity and habitat management



PBPL has an extensive environmental monitoring program that goes well beyond compliance requirements. The outcomes – which are shared with environmental organisations and researchers – provide valuable information that informs port activities and ensures we minimise our impacts. All historical and current monitoring reports are now available on our website together with an interactive map of the monitoring locations. Ongoing monitoring is important because there are several threatened and endangered species found in and around the port due to the Port's geographical proximity to Ramsar wetlands and the Moreton Bay Marine Park.



**19**  
monitoring  
programs  
of which

**14**  
are voluntary

Monitoring program	Key outcomes 2018/19
<b>Migratory shorebirds</b>	Wader numbers have remained broadly consistent and the Port continues to be an important roosting area in Moreton Bay
<b>Seagrass health</b>	Seagrass remains in good condition and is consistent with historical data. There is continued expansion of seagrass meadows, representing a critical ecosystem component in the western Moreton Bay region
<b>Mangrove health</b>	Mangrove health has remained relatively stable and improved following increased rainfall events in 2018. These correlations were also identified in previous years
<b>Reclamation area</b>	No contaminants of concern identified in sediments or water
<b>Nest boxes</b>	53% of nest boxes had native species present and 81% of nest boxes indicated usage by native species
<b>Sediment sampling and analysis</b>	All dredged material determined as suitable for ocean disposal (in accordance with permit conditions)
<b>Weeds</b>	Weed species remain stable across the Port and results are coherent with previous surveys. No targeted national priority pest plants listed by the Commonwealth Department of Agriculture and Water Resources have been recorded within or directly adjacent to PBPL land
<b>Air quality</b>	Most readings were within <i>National Environment Protection Measure</i> guidelines – eight exceedances occurred due to regional weather events
<b>Potable water</b>	Within <i>Australian Drinking Water Quality Guidelines</i> – no exceedances

## FPE seawall monitoring

The Port of Brisbane's Future Port Expansion (FPE) seawall extends 4.6km and, through linking with other seawalls on the lower Brisbane River, provides the largest length of hard substrate habitat within western Moreton Bay. PBPL monitors the seawall every five years to assess the characteristics of habitats and benthic flora and fauna communities (animal and plant life living on or underneath the seafloor) that the seawall supports.

The results of the current study demonstrated that the FPE seawall represents a high value fish habitat, with eight species of direct fisheries importance recorded (consistent with previous monitoring). It also supports the biodiversity values of Waterloo Bay by providing habitat (e.g. feeding, shelter, breeding areas etc.) for a range of reef-associated algae, invertebrates and fish species.



Craig Wilson (PBPL), Fabian Carniel (Mulgowie) and Ross Bigwood (Healthy Land and Water) at the site.

## Offsite Stormwater Treatment Project

The Offsite Stormwater Treatment Project was established in 2017 as a partnership between PBPL, Healthy Land & Water and Mulgowie Farming Company, with support from other government, academic and environmental stakeholders. The project aims to treat sediment run-off at the source by rehabilitating degraded creek beds and banks in the Lockyer Valley 100km upstream from the Port where 80% of the sediment in the Brisbane River and Moreton Bay has been demonstrated to originate from.

This year, we have focused on establishing new external partnerships to broaden the application of offsite stormwater treatment opportunities in south-east Queensland. This has included partnering with a number of stakeholders to research cost effective catchment management initiatives. Over the next 12 months, we hope to work with these partners to deliver further on-ground works.

## Dredging

PBPL is responsible for maintaining safe, navigable access through the Port's 90km shipping channel for commercial vessels, which stretches from the northern tip of Bribie Island, across Moreton Bay and into the Brisbane River. Approximately 5% of the navigational channel requires maintenance dredging. Dredging operations are carried out by our marine crew, led by the Trailing Suction Hopper Dredger (TSHD) *Brisbane*.

We have been proactive in dredging and sediment management through several initiatives including Offsite Stormwater Management. Our NCOS

Online technology will also be used to reduce future maintenance dredging requirements.

This year, PBPL formed a Dredging Technical Advisory and Consultative Committee (TACC) to communicate and consult with key stakeholders regarding dredging at the Port of Brisbane. While the Maintenance Dredging Strategy for Great Barrier Reef World Heritage Area Ports does not apply to the Port of Brisbane, PBPL has elected to apply the strategy and associated guidelines to our operations as best practice.

# PARTNERSHIPS



PBPL is proud to be an active member of the communities in which we operate. We seek to understand our stakeholder's priorities and support the valuable work they do in the local community and further afield.

The cornerstone of our community engagement is the Community Consultative Committee (CCC) which includes local residents and representatives from local businesses, schools, customers and environmental organisations. Established in 2002, the CCC meets quarterly to provide an update about and seek community feedback on what's happening at the Port including our operations, major projects and future planning.

The community can also learn more about the Port of Brisbane through the Visitors Centre, public port tours or as part of our participation in activities such as Brisbane Open House.

## Community connections

Our annual Community Grants Program provides a total of \$100,000 in funding to not-for-profit organisations and registered charities to support important community initiatives. This year we updated the terms of reference to enable applicants to apply for grants of up to \$15,000. Applications are assessed by PBPL.

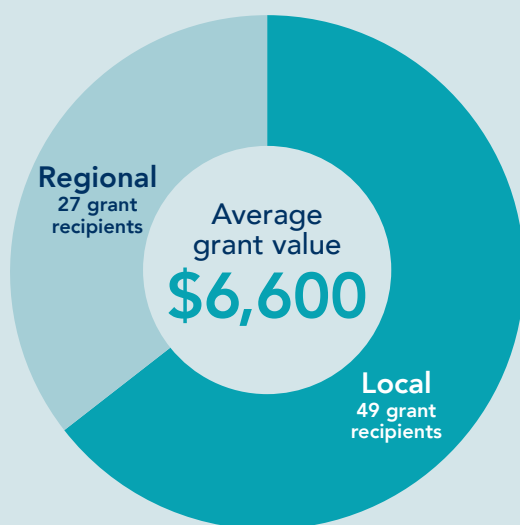
The Program supported nine projects during 2018/19, helping recipients to build capacity and continue to deliver important community services. The CCC also identifies and allocates grant funding, this year providing a total of \$18,000 to support an additional eight local initiatives.

2018/19 Community Grant Funding recipients	Initiative supported
PCYC (Bayside)	Construction and planting of a new community garden
Make it Home Safely (Wynnum)	New car to support Learn to Drive programs for disadvantaged young people
Darling Point Special School (Manly)	A fully equipped trailer and gardening kit with mowers, gardening equipment and Personal Protective Equipment
Bayside Adolescent Boarding Inc. (Wynnum)	The Healthy and Active YOUth project aims to help disadvantaged youth with a mix of cultural, sports, adventure-based youth leadership, arts and craft activities
Friends with Dignity Limited (Gold Coast)	Purchase goods to support domestic violence victims
Point Lookout Surf Life Saving Club (Stradbroke Island)	Purchase of a new inflatable rescue boat to update its emergency response capabilities
Wynnum and Manly District Meals on Wheels (Wynnum)	New kitchen equipment to support its operations
Pelican and Seabird Rescue (Capalaba)	New animal rescue equipment to be used in the local community
Queensland Wader Study Group (Queensland)	Development of a new and improved shorebird App



## Local and regional grants FY15 – FY19

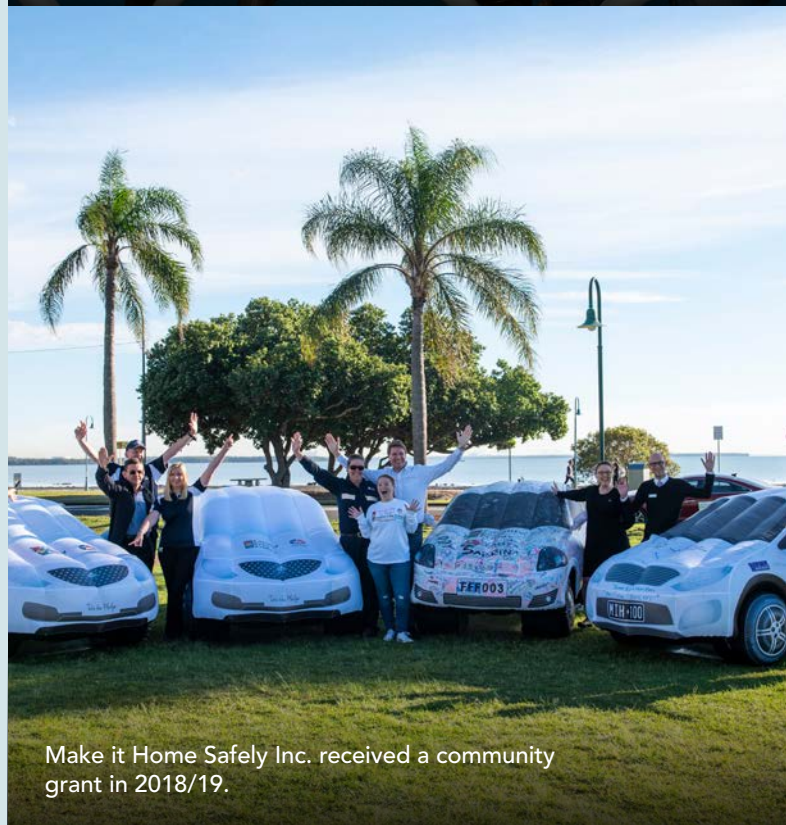
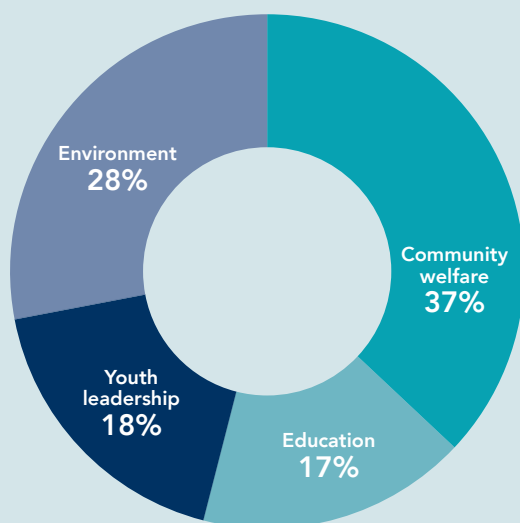
~



PBPL's 2018/19 Community Grant recipients.

## Grant funding by key focus areas FY15 – FY19

~



Make it Home Safely Inc. received a community grant in 2018/19.

 **28**

community and not-for-profit  
groups received over

**\$255,000**

in funding

 **4246**

members of the public and industry took port tours

 **250**

employee volunteer hours for community projects

# Engagement

## Employee giving

Every year, our employees nominate a charity to support through fundraising and other activities, with total funds raised dollar-matched by PBPL.

Our 2018/19 Employee Charity, Drought Angels, is based in Chinchilla and supports farmers and farming communities impacted by drought. Many of the Port's agricultural producers are based in regional Queensland and are significantly impacted by the ongoing drought as well as flooding in early 2019.

This year, \$30,000 was raised for Drought Angels through fundraising efforts as well as funds raised through our customers and stakeholders participating in PBPL's annual Stakeholder Survey.

In May, PBPL employees extended their support by spending two days volunteering in Chinchilla, lending a helping hand to local families. This was part of PBPL's Volunteer Leave Program, which enables all employees to take one volunteer leave day per year to support a community initiative.

## Long-term partnerships

We continue to support organisations through operational, in-kind and financial support that deliver important services to benefit the broader Queensland community. Our partners include The Smith Family, PA Research Foundation, CrimeStoppers and the Great Barrier Reef Foundation.

We have also supported the Quandamooka Jarjums Camp since 2015; a Queensland Government education program held on Minjerribah (North Stradbroke Island) every year which provides cultural experiences to Aboriginal and Torres Strait Islander students from the Brisbane Bayside Area. Together with support for our employees (currently 0.5% of permanent and 4% of temporary employees identify as Aboriginal and Torres Strait Islander), participation in initiatives including National Reconciliation Week and progressing a Reconciliation Action Plan in FY20, we value the opportunities to continue strengthening our connections with the local indigenous community.

## Partnering with industry

PBPL works to advocate and raise awareness of supply chain challenges and other issues that are important to our customers and stakeholders. We are members of state and national industry groups across sectors relevant to our business including the ports, logistics and infrastructure industries, safety, environment, tourism and business. Our efforts include making formal submissions to Government, participating in working groups and conferences, and other engagement activities.

We have also provided financial and in-kind support for industry associations, regional development and peak body associations, as well as Brisbane business awards.

## Committees and forums

PBPL has established consultative groups that bring port stakeholders together to address key issues, share learnings and provide feedback to PBPL about our operations, projects and planning. These meet regularly throughout the year.

Forum	Stakeholder groups	Purpose
<b>Landside Logistics Forum</b>	Stevedores, logistics companies, tenants and regulators	Improve landside logistics efficiencies and productivity around the Port
<b>Health &amp; Safety Leaders Forum</b>	Port businesses, industry and government	Discuss health and safety issues, share learnings and best practice
<b>Port Security Liaison Group</b>	Port businesses, police and emergency services, government	Security and emergency management planning for the port precinct
<b>Gateway Mutual Aid Group*</b>	Gateway precinct businesses including industry, government and emergency services	Emergency management planning for the gateway precinct

\*PBPL is a member of this group.



## ~ National Reconciliation Week celebrations

This year, PBPL brought together the Port of Brisbane community during National Reconciliation Week to recognise Australia's Indigenous culture and reconciliation journey for our country's past, present and future.

The inaugural port-wide event was well-attended by our customers and partners, who gathered to learn more about our Indigenous history, talk with Traditional Owners and hear the Dreamtime stories associated with the creation of the Nunukul-Yuggera country, within which the Port is located.

This event was a key step in PBPL's work towards developing a Reconciliation Action Plan, which will be progressed over the next 12 months.



PBPL brought people together from across the port to celebrate National Reconciliation Week

## Customer stewardship

Understanding our customers' needs is a key part of the decision-making process when planning for, and investing in, infrastructure. In 2017, PBPL was recognised by The University of Sydney's Better Infrastructure Initiative as a Customer Stewardship Exemplar for our approach to working with customers and stakeholders.

We are providing input into a Customer Stewardship Framework currently being developed by Customer Stewardship Australia. This includes the development of an accreditation and rating system for the framework, to provide participants with a clear and transparent structure through which to engage with customers and plan for future projects.

## Regional engagement

This year our teams visited a range of regional customers and communities, travelling to Toowoomba, Oakey, Goondiwindi and Dalby in Queensland as well as Tamworth, Casino, Narrabri and Yamba in northern NSW.

The annual program of regional engagement provides an opportunity to hear directly from primary producers, exporters and logistics suppliers to understand the impacts of the drought and to discuss other important trade and supply chain topics. As part of this program, PBPL also supports important local community events including the Goondiwindi Race Day and Community Fireworks.

PBPL employees volunteered their time to support Drought Angels on a trip to Chinchilla in May.





# GRI content index

GRI Standard	Disclosure	Page Reference
<b>GRI 101: Foundation</b>		
<b>GRI 102: General Disclosures</b>		
	<b>Organisational Profile</b>	
	102-1: Name of the organisation	Front page
	102-2: Activities, brands, products and services	3 & 4
	102-3: Location of headquarters	3
	102-4: Location of operations	3
	102-5: Ownership and legal form	2
	102-6: Markets served	4
	102-7: Scale of the organisation	2, 3, 4 & 15
	102-8: Information on employees and other workers	14 & 15
	102-9: Supply chain	3 & 4
	102-10: Significant changes to the organisation and its supply chain	N/A
	102-11: Precautionary Principle or approach	30
	102-12: External initiatives	N/A
	102-13: Membership of associations	N/A
	<b>Strategy</b>	
	102-14: Statement from senior decision maker	1
	<b>Ethics and Integrity</b>	
	102-16: Values, principles, standards and norms of behaviour	2
	<b>Governance</b>	
	102-18: Governance structure	5
	102-20: Executive-level responsibility for economic, environmental and social topics	5
	102-22: Composition of the highest governance body and its committees	N/A
	102-23 Chair of the highest governance body	N/A
	102-26: Role of highest governance body in setting purpose, values and strategy	5
	<b>Stakeholder Engagement</b>	
	102-40: List of stakeholder groups	9
	102-41: Collective bargaining agreements	15
	102-42: Identifying and selecting stakeholders	9
	102-43: Approach to stakeholder engagement	9
	102-44: Key topics and concerns raised	9
	<b>Reporting Practice</b>	
	102-45: Entities included/not included in the consolidated financial statement	2
	102-46: Defining report content and topic boundaries	8

## Notes

## Omissions

People data is compiled and analysed through the People & Performance team and HR information system.

There have been no significant changes to our supply chain in FY19.

PBPL is involved in numerous external initiatives including:

- International Organisation for Standardisation
- United Nations Sustainable Development Goals

PBPL is a member of a wide range of industry bodies and associations across sectors relevant to our business including but not limited to:

- Ports Australia
- Australian Logistics Council
- Infrastructure Partnerships Australia
- Infrastructure Association of Queensland
- Queensland Tourism Industry Council
- Engineers Australia
- Governance Institute of Australia
- Work180
- Diversity Practitioners Association
- Safety Institute of Australia
- National Safety Council of Australia
- Committee for Economic Development Australia
- Australian Cruise Association

Information on our Board members and committees can be found on our website:  
<https://www.portbris.com.au/About/Governance/>

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<https://www.portbris.com.au/About/Governance/>

The chair of the port is not an executive.

PBPL is owned by the APH consortium. Financial statements reflect all entities related to QPH, QBH and PBPL

PBPL is a privately-owned business that operates in a market competitive environment. Financial data and results have not been provided as they are commercial-in-confidence.

# GRI content index (continued)

GRI Standard	Disclosure	Page Reference
	102-47: List of material topics	11
	102-48: Restatements of information	N/A
	102-49: Changes in reporting	N/A
	102-50: Reporting period	N/A
	102-51: Date of most recent report	N/A
	102-52: Reporting cycle	N/A
	102-53: Contact point for questions regarding the report	Contents page
	102-54: Claims of reporting in accordance with the GRI Standards	8
	102-55: GRI context index	40 – 43
	102-56 External assurance	N/A
GRI 103: Management Approach	103-1: Explanation of the material topic and its boundary	N/A
	103-2: The management approach and its components	N/A
	103-3: Evaluation of the management approach	N/A
<b>GRI 200: Economic Standards</b>		
GRI 201: Economic Performance	201-2: Financial implications and other risks and opportunities due to climate change	30
GRI 202: Market Presence	202-2: Proportion of senior management hired from the local community	15
GRI 203: Indirect Economic Impacts	203-1: Infrastructure investments and services supported	26 – 29
GRI 205: Anti-corruption	205-3: Confirmed incidents of corruption and actions taken	N/A
GRI 206: Anti-competitive behaviour	206-1: Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	N/A
<b>GRI 300: Environmental Standards</b>		
GRI 302: Energy	302-1: Energy consumption within the organisation	29
	302-4: Reduction of energy consumption	33
GRI 303: Water and Effluents	303-3: Water withdrawal	32
GRI 304: Biodiversity	304-1: Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	3, 34 & 35
GRI 305: Emissions	305-1: Direct (scope 1) GHG emissions	33
	305-2: Energy indirect (Scope 2) GHG emissions	33
	305-5: Reduction of GHG emissions	33
GRI 306: Effluents and Waste	306-2: Waste by type and disposal method	33
	306-4: Transport of hazardous waste	33
GRI 307: Environmental Compliance	307-1: Non-compliance with environmental laws and regulations	N/A
<b>400: Social Standards</b>		
GRI 401: Employment	401-3: Parental leave	12
GRI 403: Occupational Health and Safety	403-1: Occupational health and safety management system	14
	403-6: Promotion of worker health	15
GRI 402: Labour/Management Relations	402-1: Minimum notice periods regarding operational changes	N/A
GRI 404: Training and Education	404-1: Average hours of training per year per employee	16
	404-2: Programs for upgrading employee skills and transition assistance programs	16
GRI 405: Diversity and Equal Opportunity	405-1: Diversity of governance bodies and employees	14 & 15
GRI 406: Non-Discrimination	406-1: Incidents of non-discrimination and corrective actions taken	N/A
GRI 411: Rights of Indigenous Peoples	411-1: Incidents of violations involving rights of indigenous peoples	N/A
GRI 413: Local Communities	413-1: Operations with local community engagement, impact assessments and development programs	9, 18, 34, 36 - 39
GRI 418: Customer Privacy	418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	N/A
GRI 419: Socioeconomic compliance	419-1: Non-compliance with laws and regulations in the social and economic area	N/A



## Notes

## Omissions

There have been no restatements of information.

This is the Port of Brisbane's first GRI report.

Financial year.

Annual.

This year's report has not been externally assured.

Throughout.

Throughout.

Throughout.

Our 'senior management' team refers to our executive team.

There have been no incidents of corruption reported or actions taken during FY19.

No legal actions have been taken for anti-competitive behaviour, anti-trust or monopoly practises during the reporting period.

Data has been collected through standard billing for fuel and electricity consumption. Solar production is metered and monitored on a regular basis.

Data is collected from water meters.

All PBPL waste data is provided from our appointed waste contractor through monthly waste reports.

All hazardous waste is generated on site and disposed of locally through a licenced contractor.

There have been no incidents of non-compliance with environmental laws and regulation in FY19.

All information is kept confidential through engaging an independent third-party health provider to undertake any health assessments.

Employees are provided with notification regarding operational changes as soon as practical after making a preliminary decision. Notification is provided in writing at least seven days before the change comes into effect.

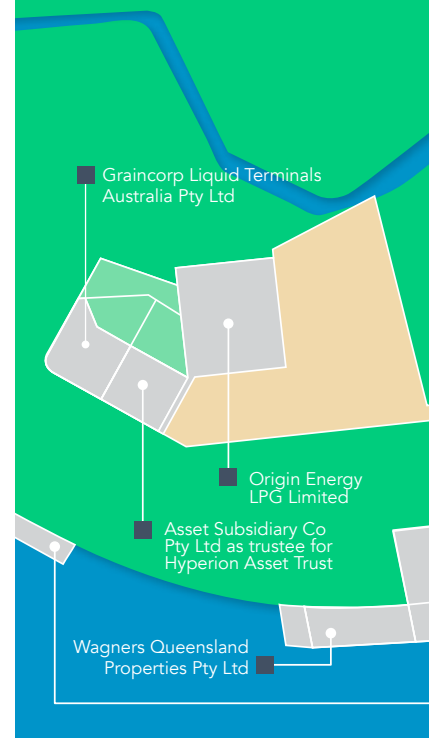
No incidents of discrimination or corrective actions taken during FY19.

No incidents of violations involving rights of indigenous peoples during FY19.

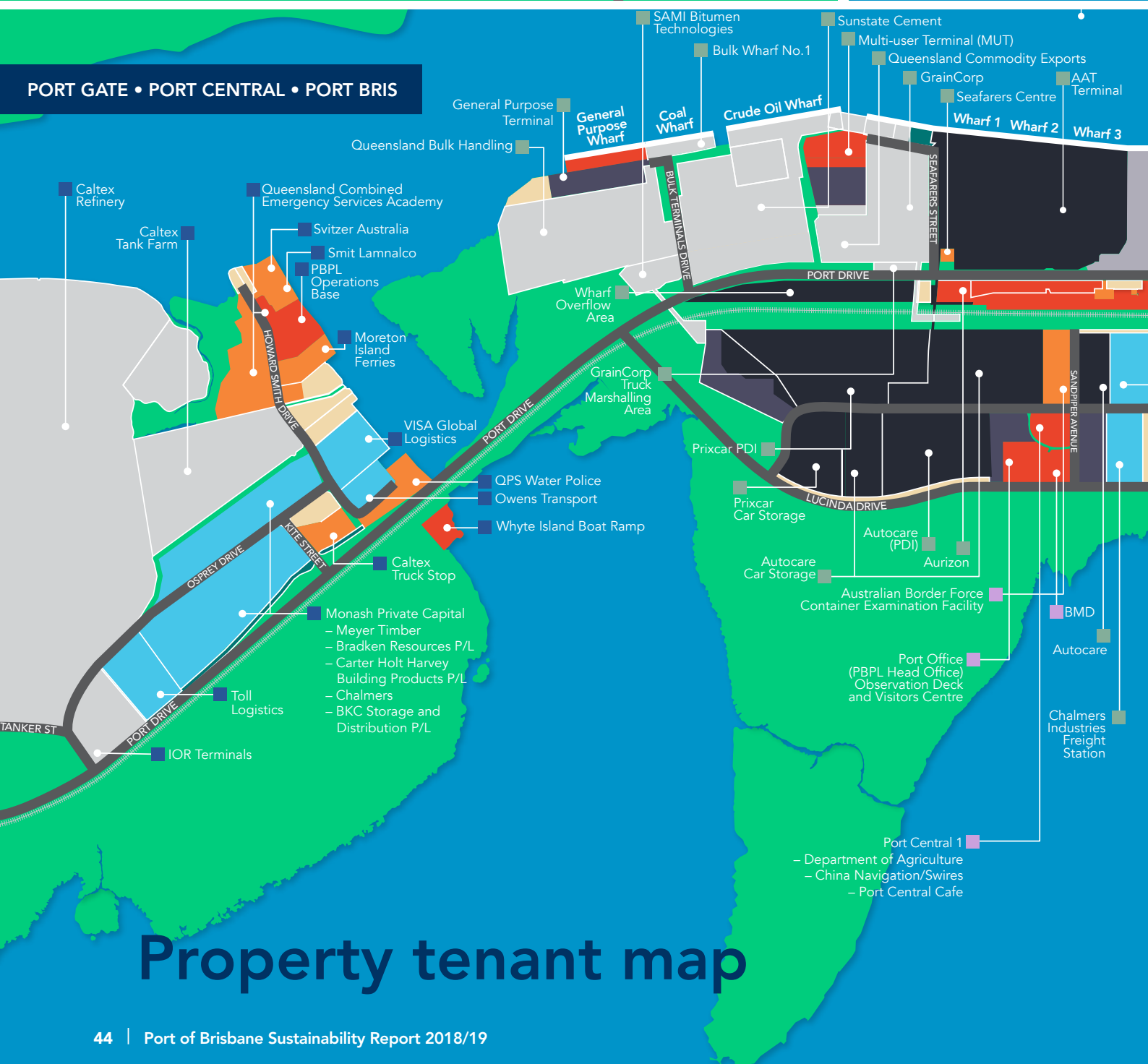
PBPL has a formal grievance process. Grievances can be identified through calling reception or via our website.

No substantiated complaints received this financial year.

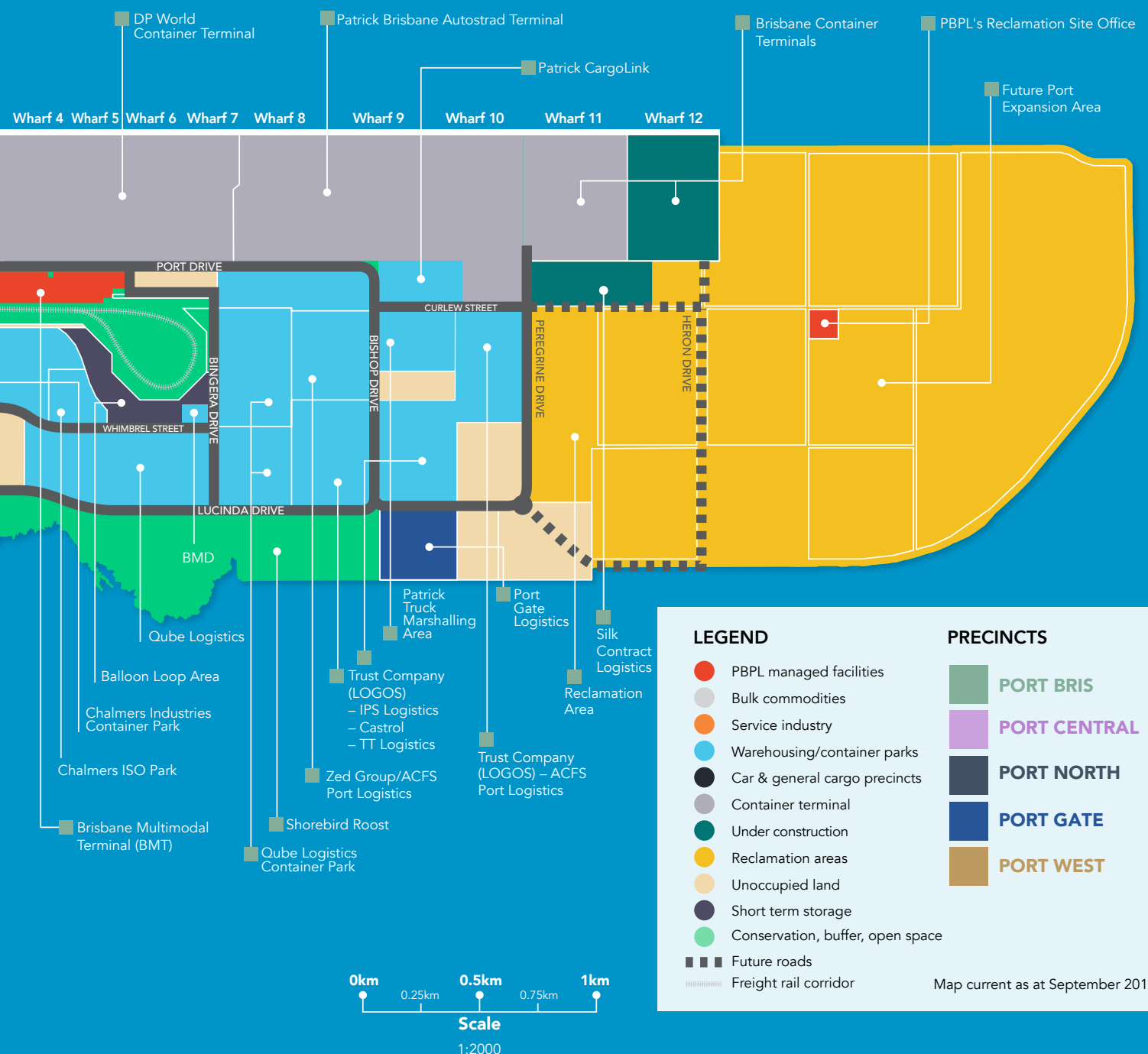
## PORT WEST



## PORT GATE • PORT CENTRAL • PORT BRIS



# Property tenant map





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Port of Brisbane Pty Ltd  
3 Port Central Avenue, Port of Brisbane, QLD 4178  
Phone 61 7 3258 4888

For more information or to provide feedback on this publication please email [info@portbris.com.au](mailto:info@portbris.com.au)

[www.portbris.com.au](http://www.portbris.com.au)

